

1995-96 SESSION
COMMITTEE HEARING
RECORDS

Committee Name:

JOINT COMMITTEE
ON EMPLOYMENT
RELATIONS (JC-ER)

Sample:

Record of Comm. Proceedings ... RCP

- 05hrAC-EdR_RCP_pt01a
- 05hrAC-EdR_RCP_pt01b
- 05hrAC-EdR_RCP_pt02

- Appointments ... Appt
- **
- Clearinghouse Rules ... Cruse
- **
- Committee Hearings ... CH
- **
- Committee Reports ... CR
- **
- Executive Sessions ... ES
- **
- Hearing Records ... HR
- **
- Miscellaneous ... Misc
- 95hrJC-ER_Misc_pt34

- Record of Comm. Proceedings ... RCP
- **

SECTION T-**COMPENSATION PROVISIONS FOR WSEU - PROFESSIONAL SOCIAL SERVICES (PSS)-RELATED EMPLOYES**

NOTE: This section of the 1993-95 Compensation Plan contained one-time parity adjustments for WSEU-PSS-related employes. This section now contains the 1995-97 wage adjustment provisions for that employe group. To save space, the deleted text is not reproduced.

1.00 Coverage**2.00 FY 1995-96 and FY 1996-97 Discretionary Grid Adjustments and Lump Sum Payments for WSEU-PSS-Related Employes****3.00 Determining Pay Adjustments for Personnel Transactions for WSEU-PSS-Related Counterpart Employes****1.00 Coverage**

The provisions of this Section (Section T) apply to the following employes:

(1) "WSEU-PSS-Related Supervisory and Non-Counterpart Employes"

Permanent or project employes in positions allocated to supervisory and non-counterpart classifications assigned to pay schedule 52.

(2) "WSEU-PSS-Related Counterpart Employes"

(a) Project employes in positions allocated to classifications in the WSEU-PSS Bargaining Unit.

(b) Permanent or project employes in positions allocated to classifications assigned to pay schedule 32.

2.00 FY 1995-96 and FY 1996-97 Discretionary Grid Adjustments and Lump Sum Payments for WSEU-PSS-Related Employes

- (1) Effective Dates. Discretionary Grid Adjustments shall be effective January 7, 1996 November 26, 1995, in FY 1995-96 and July 7, 1996 in FY 1996-97.
- (2) Eligibility. All employees identified under 1.00 of this Section (Section T) in pay status on the effective date, are eligible to receive either a Discretionary Grid Adjustment or Lump Sum Payment in the amount specified under (3), below, except the following:
- (a) Employees whose job performances were rated below satisfactory as a result of formal performance evaluations conducted in the 12 month period ending June 24, 1995 in FY 1995-96; and July 6, 1996 in FY 1996-97.
 - (b) Supervisors who have not completed a formal performance evaluations on all subordinate employees for whom performance evaluations are required, within the 12 month period ending June 24, 1995 in FY 1995-96; and July 6, 1996 in FY 1996-97.
- NOTE:** Extenuating circumstances may exist (e.g., leaves of absences) that would allow a supervisor to receive a Discretionary Grid Adjustment or Lump Sum Payment even though the required performance evaluations were not completed within mandated timeframes. Contact the Department of Employment Relations, Division of Classification and Compensation for further assistance.
- (c) Employees serving the first six months of a probationary period for an original appointment or comparable trial period for career executive or project appointments.
 - (d) Trainees eligible for scheduled trainee increases.
 - (e) Employees who have received or been considered for a General Discretionary Award under Section A., 2.01, or any other fiscal year adjustment or corresponding lump sum payment provided under this Compensation Plan or a collective bargaining agreement, during the same fiscal year.
- (3) Amount. Except as provided under (d) and (e), and subject to (a) and (b), below, either a Discretionary Grid Adjustment or Lump Sum Fiscal Year Payment shall be granted to all eligible employees as follows:

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- (a) Employees identified under 1.00(1) of this Section (Section T) with base pay rates at or above PSICM but less than the grid endpoint shall receive a pay adjustment to the next greater grid point in the pay range for the employee's classification, as shown on the grid on page H-42.
- (b) Employees identified under 1.00(2) of this Section (Section T) shall receive a pay adjustment to the grid rate for the employee's grid seniority level and pay range, as shown on the grid on page H-16a for FY 1995-96 and H-16b for FY 1996-97. Grid seniority shall be determined based on full years of seniority as of June 30, 1995, for FY 1995-96, and as of June 30, 1996, for FY 1996-97.
- (c) Employees identified under 1.00(1) or 1.00(2) of this Section (Section T) with base pay rates at or above the grid endpoint, and employees identified under 1.00(2) of this Section with base pay rates equal to or greater than the grid rate for their grid seniority level, shall receive a lump sum payment equal to the lesser amount as specified ~~under 1. and 2.~~ below. These payments shall be prorated on the basis of percentage of Full-Time Equivalency (FTE) as of the effective date of the corresponding Discretionary Grid Movement Award for permanent part-time or seasonal employees:
 - 1. 1%, in FY 1995-96; and 2.0%, in FY 1996-97; of the employee's base pay as of November 26, 1995, in FY 1995-96 and July 7, 1996, in FY 1996-97 times ~~2088. the number of work hours remaining in the fiscal year, or~~
 - 2. ~~The value of a grid step for the pay range of the employee's position, as shown on the grid on page H-42 for classifications assigned to pay schedule 52 or page H-16 for classifications assigned to pay schedule 32, times the number of work hours remaining in the fiscal year. The values on page H-16 may be used for project employees because the values are identical to those for the related represented schedule as of this date.~~

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- (d) 1. Employees who are eligible to receive a base pay Discretionary Grid Adjustment under 2.00(3)(a) of this Section (Section T) and who receive less than a grid step for the appropriate pay schedule and pay range as specified in Section H of this Plan, shall receive a supplemental lump sum fiscal year payment. In FY 1995-96, the amount of the supplemental lump sum fiscal year payment shall be equal to the difference between 1% of the employe's base pay, prior to application of the FY 1995-96 Discretionary Grid Adjustment, and the amount the employe actually received as a base pay adjustment, times 2088, pro-rated by the employe's budgeted FTE status on the effective date of the 1995-96 Discretionary Grid Adjustment. In FY 1996-97, the amount of the supplemental lump sum fiscal year payment shall be equal to the difference between 2% of the employe's base pay, prior to application of the FY 1996-97 Discretionary Grid Adjustment, and the amount the employe actually received as a base pay adjustment, times 2088, pro-rated by the employe's budgeted FTE status on the effective date of the FY 1996-97 Discretionary Grid Adjustment.
2. Employees who are eligible to receive a base pay Discretionary Grid Adjustment under 2.00(3)(b) of this Section (Section N) and who receive an increase to the grid endpoint of the applicable pay range that is less than a grid step for the appropriate pay schedule and pay range as specified in Section H of this Plan, shall receive a supplemental lump sum fiscal year payment. The supplemental lump sum fiscal year payment shall be computed in the same manner as provided under 1., above.
- 3(e). For employees who restorations that occur restore or return from layoff pursuant to ER-MRS 22.10, Wis. Adm. Code, during the 1995-97 biennium: Employees who are not in pay status on the effective date but who otherwise meet the criteria to receive a lump sum payment under (c) or (d), above, shall receive it upon restoration, if their restoration rights are derived from a classification allocated to

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schedules specified in 1.00(1) or (2)(b) of this section (Section T) and the employe had some hours in pay status in the eligible position in the fiscal year for which the fiscal year payment is granted. The lump sum payment will be based on the classification from which the employe's restoration rights are derived and pro-rated based on the employe's budgeted FTE at the time the employe was laid off or began the leave of absence

NOTE: For employees who receive a lump sum payment upon restoration, only the portion of the lump sum payment that corresponds to these hours in active pay status during the period for which the lump sum payment is made shall be counted as earnings for purposes of crediting WRS earnings.

- (d) No employe may during any fiscal year, receive a total cumulative base pay adjustment (General Discretionary Award, Discretionary Grid Adjustment, Performance Recognition Award, or Equity Award) that exceeds 10% of the employe's base pay prior to the application of the earliest fiscal year adjustment.

NOTE: The base pay adjustment provided under 2.00(3)(a) and (b) of this Section may be considered when determining pay on restoration or reinstatement in accordance with the applicable provisions relating to pay upon reinstatement or restoration.

- (4) Lump Sum Payment for Delay in Effective Date of FY 1995-96 Adjustment

- (a) Employes who receive a base pay adjustment under 2.00(a) or (b) of this Section shall receive a lump sum payment for the delay in the effective date of the FY 1995-96 adjustment equal to the amount the employe received as a base pay adjustment, times the number of hours in pay status in a position identified under 1.00(1) or (2), or in a represented WSEU position, from June 25, 1995, to November 26, 1995.

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(b) The lump sum payment shall also reflect an increase in the premium rate of overtime wages earned from June 25, 1995, to November 26, 1995.

NOTE: This payment is not the equivalent of a retroactive adjustment. Intervening pay and benefit transactions between June 25, 1995, and November 26, 1995, shall not be reconstructed.

(5) Funding. Funds generated have no bearing on the rights of individual employes to these funds.

- (a) On January 7, 1996November 26, 1995, for FY 1995-96 and July 7, 1996, for FY 1996-97 each active employe identified under 1.00 of this Section (Section T) shall generate the amount necessary to fund the applicable adjustment or payment provided under 2.00(3) of this Section, regardless of the employe's eligibility to receive the applicable adjustment or payment.
- (b) Unspent funds generated in accordance with (a), above, will be converted to Exceptional Performance Award funds based on the number of work hours remaining in the fiscal year.

NOTE: Refer to the funding provisions in Section A of this Plan relative to the use of unspent Discretionary Grid Adjustment or lump sum payment funds: ~~2.02(3)(d) [Equity Awards] and 2.02(1)(c) [Exceptional Performance Awards]~~.

- (56) Ineligibility due to performance.** Any employe who is not eligible to receive either a Discretionary Grid Adjustment or lump sum payment because of job performance must receive a written notice that states the extent to which the employe's performance has not met management's expectations. This notice must also include recommendations for improvement.
- (57) Grievances.** If an employe is dissatisfied with the evaluation methodology and results used by an agency to determine any Discretionary Grid Adjustment or lump sum payment, or the amount of such an Adjustment or payment, an employe may file a grievance under s. 230.12(5)(e), Stats. The decision of the appointing authority is final and may not be appealed

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to the Personnel Commission under ss. 230.44 or 230.45(1)(c), Stats. **Agencies shall submit a copy of each grievance filed and the written decision of the appointing authority to the Secretary, Department of Employment Relations, within 14 days of this decision.**

3.00 Determining Pay Adjustments for Personnel Transactions for WSEU PSS-Related Counterpart Employees

All personnel transaction pay adjustments for WSEU PSS-related counterpart employes [employes specified in 1.00(2) of this section (Section T)] shall be determined in accordance with the provisions set forth in Section Y.

SECTION Y- COMPENSATION ADMINISTRATION PROVISIONS FOR WSEU-RELATED NONREPRESENTED COUNTERPART EMPLOYEES RELATING TO PAY GRID IMPLEMENTATION

- 1.00 Coverage**
- 2.00 Effective Date**
- 3.00 Definitions**
- 4.00 Compensation Administration Provisions - Determining Pay Adjustments for Personnel Transactions for WSEU-Related Counterpart Employees Effective With Pay Grid Implementation**
 - 4.01 Pay on Completion of all Pay Transactions (Minimum Requirement for Employees other than Trainees)
 - 4.02 Pay on Completion of the First Six Months of an Original Probation
 - 4.03 Pay on Completion of the First Six Months of a Project Appointment
 - 4.04 Pay on Upward Movements
 - 4.05 Pay on Downward Movements
 - 4.06 Pay on Lateral Movements
 - 4.07 Pay on Reinstatement
 - 4.08 Pay on Restoration
 - 4.09 Pay on Accretion pursuant to s. 230.15(1m), Wis. Stats.
- 5.00 Multiple Pay Adjustments on the Same Date, Order of Application**
- 6.00 Effective Date of Regrade Adjustments**
- 7.00 Pay Adjustments for Trainees**

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1.00 Coverage

The provisions of this Section (Section Y) apply to the following employes:

"WSEU-Related Counterpart Employees"

- (1) Permanent or project employes in positions allocated to -Management or -Confidential classifications assigned to the following pay schedules: 22, 23, 25, 26, 32.
- (2) Project employes in positions allocated to classifications in any of the Wisconsin State Employes Union (WSEU) bargaining units: Clerical & Related (CR); Blue Collar & Non-Building Trades (BC); Security and Public Safety (SPS); Technical (T); and Professional Social Services (PSS) .

2.00 Effective Date

- (1) Except as provided in (2), below, the provisions of this Section replaced the Compensation Administration Provisions of Chapter ER 29, Wis. Adm. Code, for the WSEU-related counterpart employes specified in 1.00 of this Section effective August 22, 1994.
- (2) For SPS-related counterpart employes, the provisions of this Section replaced the Compensation Administration Provisions of Chapter ER 29, Wis. Adm. Code, effective May 2, 1994.

3.00 Definitions

The definitions set forth in ss. ER 1.02 and ER-Pers. 1.02, Wisconsin Administrative Code, shall be used in determining all personnel transactions with the following exceptions/additions:

- (1) For pay schedules subject to these provisions, "Higher pay range" means the pay range with the grid endpoint rate that has the greater dollar value, when comparing pay ranges not designated as counterpart pay ranges.

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[Replaces definition for "higher pay range" in ss. ER 1.02(13) and ER-Pers. MRS 1.02(9), Wis. Adm. Code]

- (2) For pay schedules subject to these provisions, "Lower pay range" means the pay range with the grid endpoint rate that has the lesser dollar value, when comparing pay ranges not designated as counterpart pay ranges. [Replaces definition for "lower pay range" in ss. ER 1.02(19) and ER-Pers. MRS 1.02(16), Wis. Adm. Code]
- (3) For pay schedules subject to these provisions, "Same pay range" means a pay range with a grid endpoint rate that has the same dollar value, when comparing pay ranges not designated as counterpart pay ranges. [Supplementary definition]
- (4) For pay schedules subject to these provisions, "Pay range maximum" means the grid endpoint of a pay range. [Supplementary definition]
- (5) "**Grid rate**" means the rate of pay associated with a grid point in a pay range. [Supplementary definition]
- (6) "**Grid seniority**" means an employe's or former employe's full years of seniority on the date used to determine seniority level for purposes of implementing the most current grid for the applicable pay schedule. [Supplementary definition]

4.00 Compensation Administration Provisions - Determining Pay Adjustments for Personnel Transactions for WSEU-Related Counterpart Employees

4.01 Pay on Completion of All Pay Transactions (Minimum Requirement for Employes other than Trainees).

- (1) The PSICM rate for the classification if the employe is not serving a probationary period.
- (2) The minimum rate for the classification if the employe is serving a probationary period.

4.02 Pay on Completion of the First Six Months of an Original Probation

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- (1) Subject to (2), below, an employe whose base pay was set at the minimum rate for the classification shall receive an increase to the PSICM rate for the classification on completion of the first six months of an original probation.
- (2) This six month increase shall be effective the beginning of the pay period closest to the completion of the first six months of the original appointment. If the employe transfers while serving the original appointment period, the employe shall receive the six month probationary increase only after completion of the first six months of the new original appointment, which may include carry-over time under s. ER-Pers. MRS 15.07, Wis. Adm. Code.

4.03 Pay on Completion of the First Six Months of a Project Appointment

- (1) Subject to (2) and (3), below, an employe whose base pay was set at the minimum rate for the classification shall receive an increase to the PSICM rate for the classification on completion of the first six months of a project appointment.
- (2) If an employe's beginning base pay was set in recognition of a previously earned rate that is between the minimum and the PSICM rate of the pay range, the employe shall receive an increase to the PSICM rate for the classification on completion of the first six months of a project appointment.
- (3) This six month increase shall be effective the beginning of the pay period closest to the completion of the first six months of the project appointment.

4.04 Pay on Upward Movements

- (1) **Promotions.** An employe's base pay shall be set at the greater of the following rates:
 - (a) The grid rate for the new classification that corresponds to the employe's grid seniority; or

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- (b) The employee's current base pay rate.
- (2) **Regrades on Reclassification or Reallocation to a Higher Classification.** An employee's base pay shall be set in accordance with the provisions set forth in (1), above.

4.05 Pay on Downward Movements

- (1) **Voluntary Demotions other than Voluntary Demotion in Lieu of Layoff.** An employee's base pay shall be set at the grid rate for the new classification that corresponds to the employee's grid seniority. If the employee's grid seniority level is greater than the seniority level corresponding to the grid endpoint for the new class, the employee's base pay shall be set at the grid endpoint rate.
- (2) **Involuntary Demotions and Voluntary Demotion in Lieu of Layoff.**
- (a) Subject to (b), below, an employee's base pay shall be set at the greater of the following rates:
1. the grid rate for the new class that corresponds to the employee's grid seniority; or
 2. the employee's current base pay
- (b) If the downward movement results in the employee retaining his or her current base pay, the employee shall keep that rate for a period of one (1) year from the transaction effective date ("temporary transaction rate"). Upon expiration of the temporary transaction period or upon the employee's separation from state service, whichever occurs earlier, the employee's current pay shall be set in accordance with the provisions for demotion under (1), above. Upon termination of the temporary transaction rate for any of the reasons identified above, the adjusted current pay rate will be used when determining the appropriate pay rate for all

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subsequent personnel transactions, unless otherwise provided in this Appendix.

- (3) **Regrades on Reclassification or Reallocation to a Lower Classification.** An employe's base pay shall be set in accordance with the provisions set forth in (2), above.

4.06 Pay on Lateral Movements

- (1) **Transfer between positions within the same pay schedule.** An employe's base pay shall be set at the greater of the following rates:
- (a) The grid rate for the new classification that corresponds to the employe's grid seniority; or
- (b) The employe's current base pay rate.
- (2) **Transfer between positions in different pay schedules.** An employe's base pay shall be set at the grid rate for the new classification that corresponds to the employe's grid seniority. If the employe's grid seniority level is greater than the seniority level corresponding to the grid endpoint for the new classification, the employe's base pay shall be set at the grid endpoint rate.
- (3) **Regrades on Reclassification or Reallocation to the Same or Counterpart Pay Range.** An employe's base pay shall be set in accordance with the provisions set forth in (1), above.

4.07 Pay on Reinstatement

An employe's base pay shall be set at the grid rate for the classification to which reinstated that corresponds to the employe's grid seniority. If the employe's grid seniority level is greater than the seniority level corresponding to the grid endpoint for the classification, the employe's base pay shall be set at the grid endpoint rate.

4.08 Pay on Restoration

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- (a) Except as provided under (b) or (e), below, Upon restoration to a position at the same pay range and in the same pay schedule as the class from which restoration rights are derived, an employee's base pay shall be set at the greater of the following rates:
- (1) the employee's last rate of pay received in the position to which the employee is restored from which restoration rights are derived, plus any intervening adjustments under s. ER 29.04(13) or (14), Wis. Adm. Code. The adjustments applied to the employee's last rate of pay received will be those applied to the class from which the restoration rights are derived, or
- (2) the grid rate for the class to which the employee is restored that corresponds to the employee's grid seniority.
- (b) Upon restoration to a position at a counterpart pay range from that of the position from which restoration rights are derived, an employee's base pay will be set at the grid rate for the class to which restored that corresponds to the employee's grid seniority. If the employee's grid seniority is greater than the seniority level corresponding to the grid endpoint for the new class, the employee's base pay will be set at the grid endpoint rate.
- (c) Upon restoration to a position at a lower pay range from the position from which restoration rights are derived, an employee's base pay will be set in accordance with the provisions under 4.05(2) above, relating to demotions other than those that are voluntary.
- (d) If an employee is restored under s. ER-Pers.MRS, 14.03(1), Wis. Adm. Code, after noncompletion of a promotional probationary period (for promotions within an agency between positions in different pay schedules), the employee's base pay shall be set at the grid rate for the classification to which restored that corresponds to the employee's grid seniority. If the employee's grid seniority level is greater than the seniority level corresponding to the grid endpoint for the new classification, the employee's base pay shall be set at the grid endpoint rate.

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(ee) When an employee is restored in accordance with an order of the personnel commission or a court action, the employee's rate of pay shall be as ordered by the commission or court.

4.09 Pay on Accretion pursuant to s. 230.15(1m), Wis. Stats.

An employee's base pay shall be set at the grid rate for the classification to which accreted that corresponds to the employee's grid seniority. If the employee's grid seniority level is greater than the seniority level corresponding to the grid endpoint for the classification, the employee's base pay shall be set at the grid endpoint rate.

5.00 Multiple Pay Adjustments on the Same Date, Order of Application

Multiple pay adjustments that have the same effective date shall be processed in accordance with s. ER 29.04, Wis. Adm. Code.

6.00 Effective Date of Regrade Adjustments

Any pay adjustments that may result from the regrading of an employee shall be effective in accordance with the policies established by the Secretary of Employment Relations.

7.00 Pay Adjustments for Trainees

- (1) **Minimum Requirement for Trainees.** On completion of any personnel transaction, a trainee shall receive a base pay rate that is not less than the minimum rate for the training program.
- (2) **Pay on Completion of the First Six Months of an Original Probation.** A trainee shall receive the six month probationary increase under 4.02 of this Section on completion of the first six months of the employee's **non-trainee** original probationary period.
- (3) **Regrade on Reallocation (Upward, Downward or Lateral Reallocations)** A trainee shall retain the same pay relationship within

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the training program, based upon qualifications and the specific segments of the training program that have been waived or completed.

- (4) **Upward, Downward or Lateral Movements (Promotion, Demotion or Transfer).** A trainee's base pay shall be set in accordance with the applicable provisions of this Section.

ATTACHMENT C

WSEU-RELATED PAY SCHEDULES

PAY SCHEDULE 22: NONREPRESENTED ADMINISTRATIVE SUPPORT RELATED COUNTERPART SENIORITY BASED GRID**November 26, 1995 through July 6, 1996**

<u>Grid Point</u>	<u>22-06</u>	<u>22-07</u>	<u>22-08</u>	<u>22-09</u>	<u>22-10</u>	<u>22-11</u>	<u>22-12</u>	<u>22-13</u>
<u>Grid Minimum PSICM</u>	7.833	8.449	9.118	9.862	10.668	11.542	12.491	13.515
3	8.068	8.703	9.392	10.158	10.989	11.889	12.866	13.921
4	8.422	9.094	9.802	10.581	11.426	12.330	13.310	14.365
5	8.516	9.200	9.915	10.698	11.548	12.453	13.434	14.489
6	8.610	9.306	10.028	10.815	11.670	12.576	13.558	14.613
7	8.704	9.412	10.141	10.932	11.792	12.699	13.682	14.737
8	8.798	9.518	10.254	11.049	11.914	12.822	13.806	14.861
9	8.892	9.624	10.367	11.166	12.036	12.945	13.930	14.985
10	9.080	9.836	10.593	11.400	12.280	13.191	14.178	15.233
11	9.174	9.942	10.706	11.517	12.402	13.314	14.302	15.357
12	9.268	10.048	10.819	11.634	12.524	13.437	14.426	15.481
13	9.362	10.154	10.932	11.751	12.646	13.560	14.550	15.605
* Years 14	9.456	10.260	11.045	11.868	12.768	13.683	14.674	15.729
15	9.550	10.366	11.158	11.985	12.890	13.806	14.798	15.853
16	9.644	10.472	11.271	12.102	13.012	13.929	14.922	15.977
17	9.738	10.578	11.384	12.219	13.134	14.052	15.046	16.101
18	9.832	10.684	11.497	12.336	13.256	14.175	15.170	16.225
19	9.926	10.790	11.610	12.453	13.378	14.298	15.294	16.349
20	10.020	10.896	11.723	12.570	13.500	14.421	15.418	16.473
21	10.114	11.002	11.836	12.687	13.622	14.544	15.542	16.597
22	10.208	11.108	11.949	12.804	13.744	14.667	15.666	16.721
23	10.302	11.214	12.062	12.921	13.866	14.790	15.790	16.845
24	10.396	11.320	12.175	13.038	13.988	14.913	15.914	16.969
Grid Endpoint 25 +	10.490	11.426	12.288	13.155	14.110	15.036	16.038	17.093
Grid Step:	0.094	0.106	0.113	0.117	0.122	0.123	0.124	0.124
Fiscal Year Lump Sum:	196.27	221.33	235.94	244.30	254.74	256.82	258.91	258.91

* Full years of seniority as of June 30, 1995

PAY SCHEDULE 22: NONREPRESENTED ADMINISTRATIVE SUPPORT RELATED COUNTERPART SENIORITY BASED GRID

SUPPORT RELATED COUNTERPART SENIORITY BASED GRID

July 7, 1996 through July 5, 1997

Grid Point	22-06	22-07	22-08	22-09	22-10	22-11	22-12	22-13
Minimum PSICM	7.833	8.449	9.118	9.862	10.668	11.542	12.491	13.515
3	8.068	8.703	9.392	10.158	10.989	11.889	12.866	13.921
4	8.502	9.174	9.882	10.661	11.506	12.410	13.390	14.445
5	8.596	9.280	9.995	10.778	11.628	12.533	13.514	14.569
6	8.690	9.386	10.108	10.895	11.750	12.656	13.638	14.693
7	8.784	9.492	10.221	11.012	11.872	12.779	13.762	14.817
8	8.878	9.598	10.334	11.129	11.994	12.902	13.886	14.941
9	8.972	9.704	10.447	11.246	12.116	13.025	14.010	15.065
10	9.066	9.810	10.560	11.363	12.238	13.148	14.134	15.189
11	9.160	9.916	10.673	11.480	12.360	13.271	14.258	15.313
12	9.254	10.022	10.786	11.597	12.482	13.394	14.382	15.437
13	9.348	10.128	10.899	11.714	12.604	13.517	14.506	15.561
14	9.442	10.234	11.012	11.831	12.726	13.640	14.630	15.685
15	9.536	10.340	11.125	11.948	12.848	13.763	14.754	15.809
16	9.630	10.446	11.238	12.065	12.970	13.886	14.878	15.933
17	9.724	10.552	11.351	12.182	13.092	14.009	15.002	16.057
18	9.818	10.658	11.464	12.299	13.214	14.132	15.126	16.181
19	9.912	10.764	11.577	12.416	13.336	14.255	15.250	16.305
20	10.006	10.870	11.690	12.533	13.458	14.378	15.374	16.429
21	10.100	10.976	11.803	12.650	13.580	14.501	15.498	16.553
22	10.194	11.082	11.916	12.767	13.702	14.624	15.622	16.677
23	10.288	11.188	12.029	12.884	13.824	14.747	15.746	16.801
24	10.382	11.294	12.142	13.001	13.946	14.870	15.870	16.925
Grid Endpoint 25 +	10.476	11.400	12.255	13.118	14.068	14.993	15.994	17.049
Grid Step:	0.094	0.106	0.113	0.117	0.122	0.123	0.124	0.124
Fiscal Year Lump Sum:	196.27	221.33	235.94	244.30	254.74	256.82	258.91	258.91

* Full years of seniority as of June 30, 1996

PAY SCHEDULE 23: NONREPRESENTED BLUE COLLAR

IN-BUILDING TRADES RELATED COUNTERPART SENIORITY BASED GRID

November 26, 1995 through July 6, 1996										
			23-04	23-05	23-06	23-07	23-08	23-09	23-10	23-11
Grid Point	23-01	23-02	23-03	23-04	23-05	23-06	23-07	23-08	23-09	23-10
Minimum PSICM	6.771	7.044	7.424	7.797	8.144	8.472	8.831	9.293	9.882	10.668
PSICM	6.975	7.256	7.647	8.031	8.389	8.727	9.096	9.572	10.158	10.989
1	7.124	7.408	7.801	8.198	8.531	8.913	9.284	9.764	10.355	11.188
2	7.208	7.494	7.889	8.299	8.640	9.034	9.406	9.891	10.487	11.323
3	7.292	7.580	7.977	8.400	8.749	9.155	9.528	10.018	10.619	11.458
4	7.376	7.668	8.065	8.501	8.858	9.276	9.650	10.145	10.751	11.593
5	7.460	7.752	8.153	8.602	8.967	9.397	9.772	10.272	10.883	11.728
6	7.544	7.838	8.241	8.703	9.076	9.518	9.894	10.399	11.015	11.863
7	7.628	7.924	8.329	8.804	9.185	9.639	10.016	10.526	11.147	11.998
8	7.712	8.010	8.417	8.905	9.294	9.760	10.138	10.653	11.279	12.133
9	7.796	8.096	8.505	9.006	9.403	9.881	10.260	10.780	11.411	12.268
10	7.880	8.182	8.593	9.107	9.512	10.002	10.382	10.907	11.543	12.403
11	7.964	8.268	8.681	9.208	9.621	10.123	10.504	11.034	11.675	12.538
12	8.048	8.354	8.769	9.309	9.730	10.244	10.626	11.161	11.807	12.673
• Years	13	8.132	8.440	8.857	9.410	9.839	10.365	10.748	11.288	11.939
14	8.216	8.526	8.945	9.511	9.948	10.486	10.870	11.415	12.071	12.943
15	8.300	8.612	9.033	9.612	10.057	10.607	10.992	11.542	12.203	13.078
16	8.384	8.698	9.121	9.713	10.166	10.728	11.114	11.669	12.335	13.213
17	8.468	8.784	9.209	9.814	10.275	10.849	11.236	11.796	12.467	13.348
18	8.552	8.870	9.297	9.915	10.384	10.970	11.358	11.923	12.599	13.872
19	8.636	8.956	9.385	10.016	10.493	11.091	11.480	12.050	12.731	13.618
20	8.720	9.042	9.473	10.117	10.602	11.212	11.602	12.177	12.863	13.753
21	8.804	9.128	9.561	10.218	10.711	11.333	11.724	12.304	12.995	13.888
22	8.888	9.214	9.649	10.319	10.820	11.454	11.846	12.431	13.127	14.023
23	8.972	9.300	9.737	10.420	10.929	11.575	11.968	12.558	13.259	14.158
24	9.056	9.386	9.825	10.521	11.038	11.696	12.090	12.685	13.391	14.293
Grid Endpoint 25 +	9.140	9.472	9.913	10.622	11.147	11.817	12.212	12.812	13.523	14.428
Grid Step:	0.084	0.088	0.088	0.101	0.109	0.121	0.122	0.127	0.132	0.137
Fiscal Year Lump Sum:	175.39	179.57	183.74	210.89	227.59	252.65	254.74	265.18	275.62	281.88

* Full years of seniority as of June 30, 1995

13.515

13.921

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23.406

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23.882

24.120

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24.834

25.072

25.310

25.548

25.786

26.024

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26.500

26.738

26.976

27.214

27.452

27.690

27.928

28.166

28.404

28.642

28.880

29.118

29.356

29.594

29.832

30.070

30.308

30.546

30.784

31.022

31.260

31.498

31.736

31.974

32.212

32.450

32.688

32.926

33.164

33.402

33.640

33.878

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35.544

35.782

36.020

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36.734

36.972

37.210

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37.686

37.924

38.162

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38.638

38.876

39.114

39.352

39.590

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40.066

40.304

40.542

40.780

41.018

41.256

41.494

41.732

41.970

42.208

42.446

42.684

42.922

43.160

43.398

43.636

43.874

44.112

44.350

44.588

44.826

45.064

45.302

45.540

45.778

46.016

46.254

46.492

46.730

46.968

47.206

47.444

47.682

47.920

48.158

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48.634

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56.012

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59.820

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60.534

60.772

61.010

61.248

61.486

61.724

61.962

62.200

62.438

62.676

PAY SCHEDULE 23: NONREPRESENTED BLUE COLLAR

N-BUILDING TRADES RELATED COUNTERPART SENIORITY BASED GRID

July 7, 1996 through July 5, 1997

		23-04	23-05	23-06	23-07	23-08	23-09	23-10	23-11	23-12	23-13	
Grid Point	Minimum PSICM	6.771	7.044	7.424	7.797	8.144	8.472	8.831	9.293	9.862	10.668	11.542
	PSICM	6.975	7.256	7.647	8.031	8.389	8.727	9.096	9.572	10.158	10.989	11.889
1	7.194	7.478	7.871	8.268	8.601	8.983	9.354	9.834	10.425	11.258	12.161	13.139
2	7.278	7.564	7.959	8.369	8.710	9.104	9.476	9.961	10.567	11.393	12.298	13.277
3	7.362	7.650	8.047	8.470	8.819	9.225	9.598	10.088	10.689	11.528	12.435	13.415
4	7.446	7.738	8.135	8.571	8.928	9.346	9.720	10.215	10.821	11.663	12.572	13.553
5	7.530	7.822	8.223	8.672	9.037	9.467	9.842	10.342	10.953	11.798	12.709	13.691
6	7.614	7.908	8.311	8.773	9.146	9.588	9.964	10.469	11.085	11.933	12.846	13.829
7	7.698	7.994	8.399	8.874	9.255	9.709	10.086	10.596	11.217	12.068	12.983	13.967
8	7.782	8.080	8.487	8.975	9.364	9.830	10.208	10.723	11.349	12.203	13.120	14.105
9	7.866	8.166	8.575	9.076	9.473	9.951	10.330	10.850	11.481	12.338	13.257	14.243
10	7.950	8.252	8.663	9.177	9.582	10.072	10.452	10.977	11.613	12.473	13.394	14.381
11	8.034	8.338	8.751	9.278	9.691	10.193	10.574	11.104	11.745	12.608	13.531	14.519
12	8.118	8.424	8.839	9.379	9.800	10.314	10.696	11.231	11.877	12.743	13.668	14.657
13	8.202	8.510	8.927	9.480	9.909	10.435	10.818	11.358	12.009	12.878	13.805	14.795
14	8.286	8.596	9.015	9.581	10.018	10.556	11.040	11.485	12.141	13.013	13.942	14.933
15	8.370	8.682	9.103	9.682	10.127	10.677	11.062	11.612	12.273	13.148	14.079	15.071
16	8.454	8.768	9.191	9.783	10.236	10.798	11.184	11.739	12.405	13.283	14.216	15.209
17	8.538	8.854	9.279	9.884	10.345	10.919	11.306	11.866	12.537	13.418	14.353	15.347
18	8.622	8.940	9.367	9.985	10.454	11.040	11.428	11.993	12.689	13.553	14.490	15.485
19	8.706	9.026	9.455	10.086	10.563	11.161	11.550	12.120	12.801	13.688	14.627	15.623
20	8.790	9.112	9.543	10.187	10.672	11.282	11.672	12.247	12.933	13.823	14.764	15.761
21	8.874	9.198	9.631	10.288	10.781	11.403	11.794	12.374	13.065	13.958	14.901	15.899
22	8.958	9.284	9.719	10.389	10.890	11.524	11.916	12.501	13.197	14.093	15.038	16.037
23	9.042	9.370	9.807	10.490	10.999	11.645	12.038	12.628	13.329	14.228	15.175	16.175
24	9.126	9.456	9.895	10.591	11.108	11.766	12.160	12.755	13.461	14.363	15.312	16.313
Grid Endpoint 25 +	9.210	9.542	9.983	10.692	11.217	11.887	12.282	12.882	13.593	14.498	15.449	16.451
Grid Step:	0.084	0.086	0.088	0.101	0.109	0.121	0.122	0.127	0.132	0.135	0.137	0.146
Fiscal Year Lump Sum:	175.39	179.57	183.74	210.89	227.59	252.65	254.74	265.18	275.62	281.88	286.06	288.14

* Full years of seniority as of June 30, 1996

PAY SCHEDULE 25: NONREPRESENTED SECURITY PUBLIC SAFETY RELATED COUNTERPART SENIORITY BASED GRID

November 26, 1995 through July 6, 1996

* Full years of seniority as of June 30 1995

PAY SCHEDULE 25: NONREPRESENTED SECURITY AND PUBLIC SAFETY RELATED COUNTERPART SENIORITY BASED GRID

July 7, 1996 through July 5, 1997

	Grid Point	25-08	25-09	25-10	25-11	25-12	25-13	25-14	25-15
	Minimum PSICM	7.266	7.833	8.449	9.118	9.862	10.668	11.542	12.491
1	7.484	8.068	8.703	9.392	10.158	10.989	11.889	12.866	13.921
2	8.232	8.868	9.070	9.757	10.514	11.477	12.341	13.272	14.252
3	8.232	8.868	9.343	10.019	10.767	11.789	12.583	13.565	14.464
4	8.383	9.030	9.747	10.444	11.181	12.191	13.145	14.009	14.676
5	8.535	9.181	9.868	10.595	11.343	12.362	13.316	14.171	14.999
6	8.747	9.393	9.989	10.747	11.504	12.522	13.481	14.332	15.161
7	8.898	9.545	10.110	10.898	11.666	12.683	13.658	14.494	15.322
8	9.060	9.696	10.232	11.050	11.827	12.844	13.829	14.656	15.484
9	9.161	9.807	10.353	11.201	11.989	13.005	14.000	14.817	15.645
10	9.282	9.929	10.474	11.353	12.151	13.186	14.171	14.979	15.807
11	9.413	10.050	10.605	11.504	12.312	13.356	14.341	15.140	15.969
12	9.514	10.151	10.737	11.656	12.474	13.527	14.502	15.302	16.130
13	9.615	10.262	10.868	11.807	12.635	13.698	14.663	15.464	16.804
14	9.716	10.363	10.999	11.959	12.797	13.859	14.824	15.625	16.454
15	9.848	10.484	11.130	12.110	12.959	14.040	14.985	15.787	16.615
16	9.949	10.585	11.262	12.262	13.120	14.211	15.155	15.948	16.777
17	10.050	10.696	11.393	12.433	13.282	14.382	15.316	16.110	16.938
18	10.100	10.747	11.524	12.605	13.443	14.552	15.477	16.272	17.100
19	10.151	10.797	11.656	12.777	13.605	14.733	15.638	16.433	17.262
Grid Endpoint 20 +		10.292	10.928	11.779	12.949	13.758	14.924	15.819	16.665
Grid Step:	0.121	0.121	0.128	0.156	0.157	0.169	0.163	0.166	0.163
Fiscal Year Lump Sum:	252.65	252.65	267.26	325.73	327.82	352.87	340.34	346.61	340.34

* Full years of seniority as of June 30, 1996

PAY SCHEDULE 28: NONREPRESENTED TEC. - JAL RELATED COUNTERPART SENIORITY BASED GRID

		November 26, 1995 through July 6, 1996									
		26-07	26-08	26-09	26-10	26-11	26-12	26-13	26-14	26-15	26-16
Grid Point	Minimum PSICM										
26-04	26-05	26-06	26-07	26-08	26-09	26-10	26-11	26-12	26-13	26-14	26-15
1	7.797	8.144	8.472	8.831	9.293	9.478	10.253	11.093	12.005	14.058	15.213
2	8.031	8.389	8.727	9.096	9.572	9.763	10.561	11.427	12.368	13.380	14.480
3	8.165	8.498	8.880	9.251	9.731	9.944	10.749	11.629	12.586	13.620	14.742
4	8.264	8.605	8.999	9.371	9.856	10.090	10.902	11.796	12.771	13.825	14.969
5	8.363	8.712	9.118	9.491	9.981	10.236	11.055	11.963	12.956	14.030	15.196
6	8.462	8.819	9.237	9.611	10.106	10.382	11.208	12.130	13.141	14.235	15.423
7	8.561	8.926	9.356	9.731	10.231	10.528	11.361	12.297	13.326	14.440	15.650
8	8.660	9.033	9.475	9.851	10.356	10.674	11.514	12.464	13.511	14.645	15.877
9	8.759	9.140	9.594	9.971	10.481	10.820	11.667	12.631	13.696	14.850	16.104
10	8.858	9.247	9.713	10.091	10.606	10.966	11.820	12.798	13.881	15.055	16.331
11	8.957	9.354	9.832	10.211	10.731	11.112	11.973	12.965	14.066	15.260	16.558
12	9.056	9.461	9.951	10.331	10.856	11.258	12.126	13.132	14.251	15.465	16.785
13	9.155	9.568	10.070	10.451	10.981	11.404	12.279	13.299	14.436	15.670	17.012
14	9.254	9.675	10.189	10.571	11.106	11.550	12.432	13.466	14.621	15.875	17.239
15	9.353	9.782	10.308	10.691	11.231	11.696	12.585	13.633	14.806	16.080	17.466
16	9.452	9.889	10.427	10.811	11.356	11.842	12.738	13.800	14.991	16.285	17.693
17	9.551	9.996	10.546	10.931	11.481	11.988	12.891	13.967	15.176	16.490	17.920
18	9.650	10.103	10.665	11.051	11.606	12.134	13.044	14.134	15.361	16.695	18.147
19	9.749	10.210	10.784	11.171	11.731	12.280	13.197	14.301	15.546	16.900	18.374
20	9.848	10.317	10.903	11.291	11.856	12.426	13.350	14.468	15.731	17.105	18.601
21	9.947	10.424	11.022	11.411	11.981	12.572	13.503	14.635	15.916	17.310	18.828
22	10.046	10.531	11.141	11.531	12.106	12.718	13.656	14.802	16.101	17.515	19.055
23	10.145	10.638	11.260	11.651	12.231	12.864	13.809	14.969	16.286	17.720	19.282
24	10.244	10.745	11.379	11.771	12.356	13.010	13.962	15.136	16.471	17.925	19.509
25 +	10.343	10.852	11.498	11.891	12.481	13.156	14.115	15.303	16.656	18.130	19.736
Grid Endpoint	10.442	10.959	11.617	12.011	12.606	13.302	14.268	15.470	16.841	18.335	19.963
Grid Step:	0.099	0.107	0.119	0.120	0.125	0.146	0.153	0.167	0.185	0.205	0.227
Fiscal Year Lump Sum:	208.71	223.42	248.47	250.56	261.00	304.85	319.46	348.70	386.28	428.04	473.98

* Full years of seniority as of June 30, 1995

PAY SCHEDULE 26: NONREPRESENTED TECHNICAL RELATED COUNTERPART SENIORITY BASED GRID

July 2, 1988 Vol. 57 No. 1887

July 7, 1996 through July 5, 1997													
Grid Point	Minimum PSICM	26-05	26-06	26-07	26-08	26-09	26-10	26-11	26-12	26-13	26-14	26-15	26-16
1	7.797 8.031	8.144 8.389	8.472 8.727	8.831 9.096	9.293 9.572	9.478 9.763	10.253 10.561	11.093 11.427	12.005 12.366	12.990 13.380	14.058 14.480	15.213 15.670	16.464 16.959
2	8.213 8.313	8.548 8.656	8.932 9.052	9.306 9.426	9.788 9.914	10.003 10.150	10.812 10.966	11.698 11.866	12.660 12.846	13.700 13.907	14.829 15.057	16.051 16.305	17.375 17.656
3	8.412 8.512	8.763 8.871	9.172 9.291	9.547 9.668	10.040 10.166	10.296 10.443	11.120 11.274	12.034 12.202	13.032 13.219	14.113 14.319	15.286 15.514	16.558 16.812	17.936 18.217
4	8.612	8.979	9.411	9.788	10.291	10.590	11.428	12.370	13.405	14.525	15.742	17.065	18.497
5	8.711	9.086	9.531	9.909	10.417	10.737	11.582	12.538	13.591	14.731	15.971	17.319	18.778
6	8.811	9.194	9.651	10.030	10.543	10.884	11.736	12.706	13.777	14.938	16.199	17.572	19.059
7	8.910	9.302	9.770	10.151	10.669	11.031	11.890	12.874	13.963	15.144	16.427	17.826	19.339
8	9.010	9.409	9.890	10.271	10.794	11.178	12.044	13.041	14.149	15.350	16.656	18.079	19.620
9	9.109	9.517	10.010	10.392	10.920	11.324	12.198	13.209	14.335	15.556	16.884	18.333	19.901
10	9.209	9.624	10.129	10.513	11.046	11.471	12.351	13.377	14.521	15.762	17.112	18.586	20.181
11	9.309	9.732	10.249	10.633	11.172	11.618	12.505	13.545	14.707	15.969	17.341	18.840	20.462
12	9.408	9.840	10.369	10.754	11.297	11.765	12.659	13.713	14.893	16.175	17.569	19.093	20.743
13	9.508	9.947	10.489	10.875	11.423	11.912	12.813	13.881	15.079	16.381	17.797	19.346	21.023
14	9.607	10.055	10.608	10.995	11.549	12.059	12.967	14.049	15.266	16.587	18.026	19.600	21.304
15	9.707	10.163	10.728	11.116	11.674	12.206	13.121	14.217	15.452	16.794	18.254	19.853	21.585
16	9.807	10.270	10.848	11.237	11.800	12.352	13.275	14.385	15.638	17.000	18.482	20.107	21.865
17	9.906	10.378	10.967	11.358	11.926	12.499	13.429	14.553	15.824	17.206	18.711	20.360	22.146
18	10.006	10.486	11.087	11.478	12.052	12.646	13.583	14.721	16.010	17.412	18.939	20.614	22.427
19	10.105	10.593	11.207	11.599	12.177	12.793	13.737	14.889	16.198	17.618	19.167	20.867	22.707
20	10.205	10.701	11.326	11.720	12.303	12.940	13.890	15.057	16.382	17.825	19.396	21.121	22.988
21	10.304	10.808	11.446	11.840	12.429	13.087	14.044	15.225	16.568	18.031	19.624	21.374	23.268
22	10.404	10.916	11.566	11.961	12.555	13.234	14.198	15.393	16.754	18.237	19.852	21.628	23.549
23	10.504	11.024	11.686	12.082	12.680	13.380	14.352	15.561	16.940	18.443	20.081	21.881	23.830
24	10.603	11.131	11.805	12.203	12.806	13.527	14.506	15.729	17.126	18.649	20.309	22.135	24.110
Grid Step:	0.100	0.108	0.120	0.121	0.126	0.147	0.154	0.168	0.186	0.206	0.228	0.253	0.281
Fiscal Year Lump Sum:	207.93	224.73	249.94	252.04	262.54	306.65	321.35	350.75	388.56	430.57	476.77	529.28	585.99

* Full years of seniority as of June 30 1996

PAY SCHEDULE 32: NONREPRESENTED PROFESSIONAL SOCIAL SERVICES RELATED COUNTERPART SENIORITY BASED GRID

November 26, 1995 through July 6, 1996																		
Grid Point	Grid Point	32-27	32-28	32-29	32-30	32-03	32-04	32-05	32-06	32-07								
Grid Point Minimum PSICM	Grid Point Maximum PSICM	7.295	7.833	8.449	9.118	9.862	10.668	11.542	12.491	13.515	14.626	15.829	17.129	18.526	20.033	21.569	23.223	25.002
1	7.484	8.068	8.703	9.392	10.158	10.989	11.889	12.856	13.921	15.065	16.304	17.643	19.082	20.634	22.217	23.920	25.753	
2	7.569	8.163	8.811	9.509	10.298	11.139	12.080	13.069	14.136	15.294	16.539	17.888	19.414	20.891	22.485	24.202	26.048	
3	7.639	8.243	8.901	9.609	10.418	11.269	12.248	13.247	14.325	15.492	16.742	18.096	19.624	21.106	22.710	24.438	26.293	
4	7.709	8.324	8.991	9.709	10.538	11.400	12.417	13.426	14.513	15.690	16.946	18.305	19.835	21.322	22.936	24.673	26.539	
5	7.780	8.404	9.081	9.810	10.658	11.530	12.585	13.604	14.701	15.889	17.149	18.513	20.045	21.537	23.161	24.909	26.784	
6	7.850	8.484	9.171	9.910	10.779	11.660	12.753	13.783	14.890	16.087	17.353	18.721	20.255	21.752	23.387	25.144	27.030	
7	7.920	8.564	9.261	10.010	10.899	11.791	12.922	13.961	15.078	16.286	17.556	18.930	20.466	21.968	23.612	25.380	27.275	
8	7.990	8.644	9.352	10.110	11.019	11.921	13.090	14.139	15.266	16.484	17.759	19.138	20.676	22.183	23.838	25.615	27.521	
9	8.060	8.724	9.442	10.210	11.139	12.051	13.258	14.318	15.455	16.682	17.963	19.347	20.887	22.399	24.063	25.851	27.766	
10	8.130	8.805	9.532	10.311	11.259	12.181	13.427	14.496	15.643	16.881	18.166	19.555	21.097	22.614	24.288	26.086	28.012	
11	8.200	8.885	9.622	10.411	11.380	12.312	13.595	14.674	15.832	17.079	18.370	19.763	21.308	22.830	24.514	26.322	28.257	
12	8.271	9.965	9.712	10.511	11.500	12.442	13.763	14.853	16.020	17.277	18.573	19.972	21.518	23.045	24.739	26.557	28.503	
13	8.341	9.045	9.803	10.611	11.620	12.572	13.932	15.031	16.208	17.476	18.776	20.180	21.728	23.260	24.965	26.792	28.748	
14	8.411	9.125	9.893	10.711	11.740	12.702	14.100	15.209	16.397	17.674	18.980	20.389	21.939	23.476	25.190	27.028	28.994	
15	8.481	9.205	9.983	10.812	11.861	12.833	14.268	15.388	16.585	17.873	19.183	20.597	22.149	23.691	25.416	27.263	29.239	
16	8.551	9.286	10.073	10.912	11.981	12.963	14.437	15.566	16.773	18.071	19.387	20.806	22.360	23.907	25.641	27.499	29.485	
17	8.691	9.446	10.253	11.012	12.101	13.093	14.605	15.744	16.962	18.269	19.590	21.014	22.570	24.122	25.867	27.734	29.730	
18	8.761	9.526	10.344	11.121	12.221	13.223	14.773	15.923	17.150	18.468	19.794	21.222	22.780	24.338	26.092	27.970	29.976	
19	8.832	9.606	10.434	11.313	12.462	13.484	15.110	16.279	17.527	18.865	20.200	21.639	23.201	24.768	26.543	28.441	30.467	
20	8.902	9.686	10.524	11.413	12.582	13.614	15.278	16.458	17.715	19.063	20.404	21.848	23.412	24.984	26.768	28.712	30.958	
21	8.972	9.766	10.614	11.513	12.702	13.744	15.447	16.636	17.904	19.261	20.607	22.056	23.622	25.199	26.994	28.912	30.958	
Grid Endpoint 22 +	9.042	9.847	10.704	11.613	12.823	13.875	15.615	16.815	18.092	19.460	20.811	22.264	23.833	25.415	27.219	29.147	31.203	
Grid Step:	0.070	0.080	0.090	0.100	0.120	0.130	0.168	0.178	0.198	0.198	0.203	0.208	0.210	0.215	0.225	0.235	0.245	

* Full years of seniority as of June 30, 1995

PAY SCHEDULE 32: NONREPRESENTED PROFESSIONAL SOCIAL SERVICES RELATED COUNTERPART SENIORITY BASED GRID

July 7, 1998 through July 6, 1997

Grid Point Minimum PSICM	32-25	32-26	32-27	32-28	32-29	32-30	32-31	32-02	32-03	32-04	32-05	32-06	32-07	32-08	32-09	32-10	32-11	32-12	32-13
1	7.266	7.833	8.449	9.118	9.862	10.668	11.542	12.491	13.515	14.626	15.829	17.129	18.526	20.033	21.569	23.223	25.002	25.002	
2	7.484	8.068	8.703	9.392	10.158	10.989	11.889	12.866	13.921	15.065	16.304	17.643	19.082	20.634	22.217	23.920	25.753	25.753	
3	7.610	8.207	8.858	9.560	10.353	11.199	12.145	13.139	14.212	15.375	16.628	17.984	19.518	21.003	22.605	24.332	26.188	26.188	
4	7.680	8.288	8.948	9.661	10.474	11.330	12.314	13.318	14.401	15.575	16.832	18.193	19.729	21.219	22.832	24.434	26.881	26.881	
5	7.751	8.368	9.039	9.761	10.595	11.461	12.483	13.498	14.591	15.774	17.037	18.403	19.941	21.436	23.059	24.805	26.928	26.928	
6	7.821	8.449	9.130	9.862	10.715	11.592	12.653	13.677	14.780	15.974	17.241	18.612	20.152	21.652	23.285	25.042	27.175	27.175	
7	7.892	8.529	9.220	9.963	10.836	11.723	12.622	13.856	14.970	16.173	17.446	18.822	20.364	21.869	23.512	25.279	27.422	27.422	
8	7.962	8.610	9.311	10.064	10.957	11.854	12.991	14.036	15.159	16.373	17.650	19.031	20.576	22.086	23.739	25.516	27.668	27.668	
9	8.033	8.691	9.402	10.164	11.078	11.985	13.160	14.215	15.348	16.572	17.855	19.241	20.787	22.302	23.965	25.752	27.915	27.915	
10	8.103	8.771	9.492	10.265	11.199	12.116	13.330	14.384	15.538	16.772	18.059	19.450	20.999	22.519	24.192	25.989	28.162	28.162	
11	8.174	8.852	9.583	10.366	11.320	12.247	13.499	14.574	15.727	16.971	18.264	19.660	21.210	22.735	24.419	26.465	28.409	28.409	
12	8.244	8.932	9.674	10.467	11.441	12.378	13.668	14.753	15.916	17.171	18.468	19.869	21.422	22.952	24.645	26.656	28.656	28.656	
13	8.315	9.013	9.764	10.567	11.562	12.509	13.837	14.932	16.108	17.370	18.673	20.079	21.633	23.169	24.872	26.699	28.902	28.902	
14	8.385	9.094	9.855	10.668	11.682	12.639	14.006	15.112	16.295	17.570	18.877	20.288	21.845	23.385	25.099	26.936	28.902	28.902	
15	8.456	9.174	9.946	10.769	11.803	12.701	13.771	14.845	16.291	17.769	19.082	20.498	22.056	23.602	25.325	27.173	29.396	29.396	
16	8.526	9.255	10.036	10.870	11.924	12.901	13.945	15.470	16.674	17.968	19.286	20.707	22.268	23.818	25.552	27.410	29.643	29.643	
17	8.597	9.335	10.127	10.970	12.045	13.032	14.514	15.649	16.863	18.168	19.491	20.917	22.479	24.035	25.779	27.646	29.890	29.890	
18	8.667	9.416	10.218	11.071	12.166	13.163	14.683	15.829	17.053	18.367	19.695	21.127	22.691	24.251	26.005	27.883	28.120	28.120	
19	8.738	9.496	10.308	11.172	12.287	13.294	14.853	16.008	17.242	18.567	19.900	21.336	22.903	24.468	26.232	28.136	30.136	30.136	
20	8.808	9.577	10.399	11.272	12.408	13.425	15.022	16.187	17.432	18.766	20.104	21.546	23.114	24.685	26.356	28.383	30.630	30.630	
21	8.879	9.658	10.490	11.373	12.529	13.556	15.191	16.367	17.621	18.966	20.309	21.755	23.326	24.901	26.685	28.593	30.877	30.877	
22	8.949	9.738	10.580	11.474	12.650	13.687	15.360	16.546	17.810	19.165	20.513	21.965	23.537	25.118	26.912	28.830	31.124	31.124	
23	9.020	9.819	10.671	11.575	12.770	13.818	15.530	16.725	18.000	19.365	20.718	22.174	23.749	25.334	27.139	29.067	31.371	31.371	
24	9.091	9.899	10.762	11.675	12.891	13.949	15.699	16.905	18.189	19.564	20.922	22.384	23.960	25.551	27.365	29.303			
Grid Step:	0.071	0.081	0.091	0.101	0.121	0.131	0.169	0.179	0.189	0.199	0.204	0.210	0.212	0.217	0.227	0.237	0.247		

* Full years of seniority as of June 30, 1996

NON-REPRESENTED ADMINISTRATIVE SUPPORT RELATED (PAY SC, JULY 42) SUPERVISORY AND NON-COUNTERPART PAY BASE GRID

Effective November 26, 1995

Grid Point	42-08	42-09	42-10	42-11	42-12	42-13	42-14	42-15	42-16	42-17
Minimum	9.118	9.862	10.668	11.542	12.491	13.515	14.626	15.829	17.129	18.526
PSICM	9.392	10.158	10.989	11.889	12.866	13.921	15.065	16.304	17.643	19.082
A	9.536	10.312	11.153	12.063	13.050	14.115	15.269	16.518	17.867	19.316
B	9.680	10.466	11.317	12.237	13.234	14.309	15.473	16.732	18.091	19.550
C	9.824	10.620	11.481	12.411	13.418	14.503	15.677	16.946	18.315	19.784
D	9.968	10.774	11.645	12.585	13.602	14.697	15.881	17.160	18.539	20.018
E	10.112	10.928	11.809	12.759	13.786	14.891	16.085	17.374	18.763	20.252
F	10.256	11.082	11.973	12.933	13.970	15.085	16.289	17.588	18.987	20.486
G	10.400	11.236	12.137	13.107	14.154	15.279	16.493	17.802	19.211	20.720
H	10.544	11.390	12.301	13.281	14.338	15.473	16.697	18.016	19.435	20.954
I	10.688	11.544	12.465	13.455	14.522	15.667	16.901	18.230	19.659	21.188
J	10.832	11.698	12.629	13.629	14.706	15.861	17.105	18.444	19.883	21.422
K	10.976	11.852	12.793	13.803	14.890	16.055	17.309	18.658	20.107	21.656
L	11.120	12.006	12.957	13.977	15.074	16.249	17.513	18.872		20.331
M	11.264	12.160	13.121	14.151	15.258	16.443	17.717	19.086		
N	11.408	12.314	13.285	14.325	15.442	16.637	17.921			
O	11.552	12.468	13.449	14.499	15.626	16.831	18.125			
P	11.696	12.622	13.613	14.673	15.810	17.025				
Q	11.840	12.776	13.777	14.847	15.994					
R	11.984	12.930	13.941	15.021						
S	12.128	13.084	14.105							
T	12.272	13.238								
U	12.416									
Grid Step:	0.144	0.154	0.164	0.174	0.184	0.194	0.204	0.214	0.224	0.234
Fiscal Year Lump Sum:	300.67	321.55	342.43	363.31	384.19	405.07	425.95	446.83	467.71	488.59

NON-PRESENTED ADMINISTRATIVE SUPPORT RELATED (PAY SCHEDULE 42) SUPERVISORY AND NON-COUNTERPART PAY BASED GRID

Effective July 7, 1996

Grid Point	42-08	42-09	42-10	42-11	42-12	42-13	42-14	42-15	42-16	42-17
Minimum PSICM	9.118	9.862	10.668	11.542	12.491	13.515	14.626	15.829	17.129	18.526
A	9.392	10.158	10.989	11.889	12.866	13.921	15.065	16.304	17.643	19.082
B	9.631	10.407	11.248	12.158	13.145	14.210	15.364	16.613	17.962	19.411
C	9.775	10.561	11.412	12.332	13.329	14.404	15.568	16.827	18.186	19.645
D	9.919	10.715	11.576	12.506	13.513	14.598	15.772	17.041	18.410	19.879
E	10.063	10.869	11.740	12.680	13.697	14.792	15.976	17.255	18.634	20.113
F	10.207	11.023	11.904	12.854	13.881	14.986	16.180	17.469	18.858	20.347
G	10.351	11.177	12.068	13.028	14.065	15.180	16.384	17.683	19.082	20.581
H	10.495	11.331	12.232	13.202	14.249	15.374	16.588	17.897	19.306	20.815
I	10.639	11.485	12.396	13.376	14.433	15.568	16.792	18.111	19.530	21.049
J	10.783	11.639	12.560	13.550	14.617	15.762	16.996	18.325	19.754	21.283
K	10.927	11.793	12.724	13.724	14.801	15.956	17.200	18.539	19.978	21.517
L	11.071	11.947	12.888	13.898	14.985	16.150	17.404	18.753	20.202	21.751
M	11.215	12.101	13.052	14.072	15.169	16.344	17.608	18.967	20.426	
N	11.359	12.255	13.216	14.246	15.353	16.538	17.812			
O	11.503	12.409	13.380	14.420	15.537	16.732	18.016			
P	11.647	12.563	13.544	14.594	15.721	16.926	18.220			
Q	11.791	12.717	13.708	14.768	15.905	17.120				
R	12.079	13.025	13.872	14.942	16.089					
S	12.223	13.179	14.200	15.116						
T	12.367	13.333								
U	12.511									
Grid Step:	0.144	0.154	0.164	0.174	0.184	0.194	0.204	0.214	0.224	0.234
Fiscal Year Lump Sum:	300.67	321.55	342.43	363.31	384.19	405.07	425.95	446.83	467.71	488.59

NONREPRESENTED BLUE COLLAR & NON-BUILDING TRADES RELATED PAY SCHEDULE 43) SUPERVISORY AND NON-COUNTERPART PAY BASE GRID

PAY SCHEDULE 43) SUPERVISORY AND NON-COUNTERPART PAY BASE GRID

	Effective November 26, 1995											
Grid Point	43-07	43-08	43-09	43-10	43-11	43-12	43-13	43-14	43-15	43-16	43-17	43-18
Minimum	8.831	9.293	9.862	10.668	11.542	12.491	13.515	14.626	15.829	17.129	18.526	20.033
PSICM	9.096	9.572	10.158	10.989	11.889	12.866	13.921	15.065	16.304	17.643	19.082	20.634
A	9.236	9.726	10.324	11.167	12.080	13.070	14.141	15.299	16.551	17.905	19.360	20.928
B	9.376	9.880	10.490	11.345	12.271	13.274	14.361	15.533	16.798	18.167	19.638	21.222
C	9.516	10.034	10.656	11.523	12.462	13.478	14.581	15.767	17.045	18.429	19.916	21.516
D	9.656	10.188	10.822	11.701	12.653	13.682	14.801	16.001	17.292	18.691	20.194	21.810
E	9.796	10.342	10.988	11.879	12.844	13.886	15.021	16.235	17.539	18.953	20.472	22.104
F	9.936	10.496	11.154	12.057	13.035	14.090	15.241	16.469	17.786	19.215	20.750	22.398
G	10.076	10.650	11.320	12.235	13.226	14.294	15.461	16.703	18.033	19.477	21.028	22.692
H	10.216	10.804	11.486	12.413	13.417	14.498	15.681	16.937	18.280	19.739	21.306	22.986
I	10.356	10.958	11.652	12.591	13.608	14.702	15.901	17.171	18.527	20.001	21.584	23.280
J	10.496	11.112	11.818	12.769	13.799	14.906	16.121	17.405	18.774	20.263	21.862	23.574
K	10.636	11.266	11.984	12.947	13.990	15.110	16.341	17.639	19.021	20.525	22.140	23.868
L	10.776	11.420	12.150	13.125	14.181	15.314	16.561	17.873	19.268			
M	10.916	11.574	12.316	13.303	14.372	15.518	16.781	18.107	19.515			
N	11.056	11.728	12.482	13.481	14.563	15.722	17.001	18.341				
O	11.196	11.882	12.648	13.659	14.754	15.926	17.221	18.575				
P	11.336	12.036	12.814	13.837	14.945	16.130	17.441					
Q	11.476	12.190	12.980	14.015	15.136	16.334						
R	11.616	12.344	13.146	14.193	15.327							
S	11.756	12.498	13.312	14.371								
T	11.896	12.652	13.478									
U	12.036	12.806										
V	12.176											
Grid Step:	0.140	0.154	0.166	0.178	0.191	0.204	0.220	0.234	0.247	0.262	0.278	0.294
Fiscal Year Lump Sum:	292.32	321.55	346.61	371.66	398.81	425.95	459.36	488.59	515.74	547.06	580.46	613.87

UNREPRESENTED BLUE COLLAR & NON-BUILDING TRADES RELATED

SCHEDULE 43) SUPERVISORY AND NON-COUNTERPART PAY BASEL

Effective July 7, 1996

Grid Point	43-07	43-08	43-09	43-10	43-11	43-12	43-13	43-14	43-15	43-16	43-17	43-18
Minimum PSICM	8.831	9.293	9.862	10.668	11.542	12.491	13.515	14.626	15.829	17.129	18.526	20.033
A	9.096	9.572	10.158	10.989	11.889	12.866	13.921	15.065	16.304	17.643	19.082	20.634
B	9.271	9.761	10.359	11.202	12.115	13.105	14.176	15.334	16.586	17.940	19.395	20.963
C	9.411	9.915	10.525	11.380	12.306	13.309	14.396	15.568	16.833	18.202	19.673	21.257
D	9.551	10.069	10.691	11.558	12.497	13.513	14.616	15.802	17.080	18.464	19.951	21.551
E	9.691	10.223	10.857	11.736	12.688	13.717	14.836	16.036	17.327	18.726	20.229	21.845
F	9.831	10.377	11.023	11.914	12.879	13.921	15.056	16.270	17.574	18.988	20.507	22.139
G	9.971	10.531	11.189	12.092	13.070	14.125	15.276	16.504	17.821	19.250	20.785	22.433
H	10.111	10.685	11.355	12.270	13.261	14.329	15.496	16.738	18.068	19.512	21.063	22.727
I	10.251	10.839	11.521	12.448	13.452	14.533	15.716	16.972	18.315	19.774	21.341	23.021
J	10.391	10.993	11.687	12.626	13.643	14.737	15.936	17.206	18.562	20.036	21.619	23.315
K	10.531	11.147	11.853	12.804	13.834	14.941	16.156	17.440	18.809	20.298	21.897	23.609
L	10.671	11.301	12.019	12.982	14.025	15.145	16.376	17.674	19.056	20.560	22.175	23.903
M	10.811	11.455	12.185	13.160	14.216	15.349	16.596	17.908	19.303	20.822		
N	10.951	11.609	12.351	13.338	14.407	15.553	16.816	18.142	19.550			
O	11.091	11.763	12.517	13.516	14.598	15.757	17.036	18.376				
P	11.231	11.917	12.683	13.694	14.789	15.961	17.256	18.610				
Q	11.371	12.071	12.849	13.872	14.980	16.165	17.476					
R	11.511	12.225	13.015	14.050	15.171	16.369						
S	11.651	12.379	13.181	14.228	15.362							
T	11.791	12.533	13.347	14.406								
U	11.931	12.687	13.513									
V	12.071	12.841										
Grid Step:	0.140	0.154	0.166	0.178	0.191	0.204	0.220	0.234	0.247	0.262	0.278	0.294
Fiscal Year Lump Sum:	292.32	321.55	346.61	371.66	398.81	425.95	459.36	488.59	515.74	547.06	580.46	613.87

Effective November 26, 1995

<u>Grid Point</u>	<u>45-09</u>	<u>45-10</u>	<u>45-11</u>	<u>45-12</u>	<u>45-13</u>	<u>45-14</u>	<u>45-15</u>	<u>45-16</u>	<u>45-17</u>	<u>45-18</u>
<u>Minimum PSICM</u>	9.862	10.668	11.542	12.491	13.515	14.626	15.829	17.129	18.526	20.033
<u>A</u>	10.158	10.989	11.889	12.866	13.921	15.065	16.304	17.643	19.082	20.634
<u>B</u>	10.441	11.288	12.206	13.201	14.264	15.429	16.682	18.040	19.500	21.072
<u>C</u>	10.652	11.511	12.439	13.445	14.510	15.688	16.946	18.314	19.784	21.367
<u>D</u>	10.864	11.734	12.673	13.690	14.756	15.947	17.210	18.588	20.067	21.661
<u>E</u>	11.075	11.956	12.907	13.935	15.001	16.206	17.473	18.862	20.351	21.955
<u>F</u>	11.286	12.179	13.140	14.180	15.247	16.464	17.737	19.136	20.635	22.249
<u>G</u>	11.498	12.401	13.374	14.424	15.493	16.723	18.001	19.410	20.919	22.543
<u>H</u>	11.709	12.624	13.608	14.669	15.738	16.982	18.265	19.684	21.203	22.837
<u>I</u>	11.921	12.846	13.841	14.914	15.984	17.241	18.529	19.958	21.487	23.131
<u>J</u>	12.132	13.069	14.075	15.158	16.230	17.500	18.793	20.232	21.771	23.425
<u>K</u>	12.344	13.291	14.308	15.403	16.476	17.758	19.056	20.506	22.055	23.719
<u>L</u>	12.555	13.514	14.542	15.648	16.721	18.017	19.320	20.779	22.339	24.013
<u>M</u>	12.767	13.736	14.776	15.892	16.967	18.276	19.584			
<u>N</u>	12.978	13.959	15.009	16.137	17.213	18.535				
<u>O</u>	13.190	14.182	15.243	16.382	17.458					
<u>P</u>	13.401	14.404	15.477	16.627						
<u>Q</u>	13.613	14.627	15.710							
<u>R</u>	13.824	14.849	15.846							

<u>Grid Step:</u>	<u>0.211</u>	<u>0.223</u>	<u>0.234</u>	<u>0.245</u>	<u>0.246</u>	<u>0.259</u>	<u>0.264</u>	<u>0.274</u>	<u>0.284</u>	<u>0.294</u>
<u>Fiscal Year Lump Sum:</u>	<u>441.55</u>	<u>464.68</u>	<u>487.81</u>	<u>510.94</u>	<u>513.04</u>	<u>540.37</u>	<u>550.89</u>	<u>571.91</u>	<u>592.94</u>	<u>613.96</u>

NONI

PRESENTED SECURITY AND PUBLIC SAFETY RELATED (PAY SCHEDULE E 45) SUPERVISORY AND NON-COUNTERPART PAY BASED GRID

Effective July 7, 1996

Grid Point	45-09	45-10	45-11	45-12	45-13	45-14	45-15	45-16	45-17	45-18
Minimum PSICM	9.862	10.668	11.542	12.491	13.515	14.626	15.829	17.129	18.526	20.033
A	10.158	10.989	11.889	12.866	13.921	15.065	16.304	17.643	19.082	20.634
B	10.571	11.430	12.358	13.366	14.442	15.622	16.890	18.266	19.743	21.336
C	10.785	11.655	12.595	13.614	14.691	15.884	17.158	18.543	20.031	21.634
D	10.999	11.880	12.832	13.861	14.940	16.146	17.425	18.821	20.318	21.931
E	11.428	12.331	13.305	14.357	15.438	16.670	17.959	19.098	20.606	22.229
F	11.642	12.556	13.541	14.605	15.686	16.932	18.226	19.653	21.181	22.824
G	11.856	12.782	13.778	14.852	15.935	17.194	18.493	19.930	21.468	23.122
H	12.070	13.007	14.014	15.100	16.184	17.456	18.760	20.207	21.756	23.420
I	12.284	13.232	14.251	15.348	16.433	17.718	19.028	20.485	22.043	23.718
J	12.498	13.458	14.487	15.596	16.681	17.980	19.295	20.762	22.331	24.015
K	12.712	13.683	14.724	15.843	16.930	18.242	19.562	21.039	22.619	24.313
L	12.926	13.908	14.960	16.091	17.179	18.504	19.829			
M	13.140	14.134	15.197	16.339	17.428	18.767				
N	13.355	14.359	15.433	16.587	17.677					
O	13.569	14.584	15.670	16.834						
P	13.783	14.810	15.907							
Q	13.997	15.035								
R	14.211									
Grid Step:	0.214	0.225	0.237	0.248	0.249	0.262	0.267	0.277	0.288	0.298
Fiscal Year Lump Sum:	447.07	470.49	493.90	517.32	519.45	547.13	557.77	579.06	600.35	621.64
Second Year Only										
NOTE 1: The Supervising Officer 1 and Supervising Youth Counselor fiscal year lump sum payment equals									258.66	
NOTE 2: The Supervising Officer 2 fiscal year lump sum payment equals									259.73	
NOTE 3: The Institution Security Director 1 fiscal year lump sum payment equals									278.89	
NOTE 4: The Institutional Farms Supervisor, Correctional Center Superintendent 1, and Youth Security Director fiscal year lump sum payment equals										289.53
NOTE 5: The Institution Security Director 2 and Correctional Center Superintendent 2 fiscal year lump sum payment equals										300.17
NOTE 6: The Correctional Center Superintendent 3 fiscal year lump sum payment equals										310.82

NONREPRESENTED TECHNICAL RELATED (PAY SCHEDULE) & SUPERVISORY AND NON-COUNTERPART PAY BASED GR.

Effective November 26, 1995 and July 7, 1996

Grid Point	46-10	46-11	46-12	46-13	46-14	46-15	46-16	46-17	46-18
Minimum	9.862	10.668	11.542	12.491	13.515	14.626	15.829	17.129	18.526
PSICM	10.158	10.989	11.889	12.866	13.921	15.065	16.304	17.643	19.082
A	10.328	11.174	12.094	13.096	14.171	15.325	16.579	17.933	19.392
B	10.498	11.359	12.299	13.326	14.421	15.585	16.854	18.223	19.702
C	10.668	11.544	12.504	13.556	14.671	15.845	17.129	18.513	20.012
D	10.838	11.729	12.709	13.786	14.921	16.105	17.404	18.803	20.322
E	11.008	11.914	12.914	14.016	15.171	16.365	17.679	19.093	20.632
F	11.178	12.099	13.119	14.246	15.421	16.625	17.954	19.383	20.942
G	11.348	12.284	13.324	14.476	15.671	16.885	18.229	19.673	21.252
H	11.518	12.469	13.529	14.706	15.921	17.145	18.504	19.963	21.562
I	11.688	12.654	13.734	14.936	16.171	17.405	18.779	20.253	21.872
J	11.858	12.839	13.939	15.166	16.421	17.665	19.054	20.543	22.182
K	12.028	13.024	14.144	15.396	16.671	17.925	19.329	20.833	22.492
L	12.198	13.209	14.349	15.626	16.921	18.185	19.604	21.123	
M	12.368	13.394	14.554	15.856	17.171	18.445	19.879		
N	12.538	13.579	14.759	16.086	17.421	18.705			
O	12.708	13.764	14.964	16.316	17.671	18.965			
P	12.878	13.949	15.169	16.546	17.921				
Q	13.048	14.134	15.374	16.776					
R	13.218	14.319	15.579						
S	13.388	14.504							
T	13.558								

Grid Step:	0.170	0.185	0.205	0.230	0.250	0.260	0.275	0.290	0.310	0.330
Fiscal Year Lump Sum:	354.96	386.28	428.04	480.24	522.00	542.88	574.20	605.52	647.28	689.04

NONREPRESENTED PROFESSIONAL SOCIAL SERVICES RELATED (PA) SCHEDULE 52) SUPERVISORY AND NON-COUNTERPART PAY SED GRII

Effective November 26, 1995 and July 7, 1996

Grid Point	52-12	52-13	52-14	52-15	52-16	52-17	52-18	52-19	52-20	52-21
Minimum PSICM	12.491	13.515	14.626	15.829	17.129	18.526	20.033	21.569	23.223	25.002
A	12.866	13.921	15.065	16.304	17.643	19.082	20.634	22.217	23.920	25.753
B	13.101	14.186	15.360	16.629	17.998	19.467	21.049	22.662	24.395	26.258
C	13.336	14.451	15.655	16.954	18.353	19.852	21.464	23.107	24.870	26.763
D	13.571	14.716	15.950	17.279	18.708	20.237	21.879	23.552	25.345	27.268
E	13.806	14.981	16.245	17.604	19.063	20.622	22.294	23.997	25.820	27.773
F	14.041	15.246	16.540	17.929	19.418	21.007	22.709	24.442	26.295	28.278
G	14.276	15.511	16.835	18.254	19.773	21.392	23.124	24.887	26.770	28.783
H	14.511	15.776	17.130	18.579	20.128	21.777	23.539	25.332	27.245	29.288
I	14.746	16.041	17.425	18.904	20.483	22.162	23.954	25.777	27.720	29.793
J	14.981	16.306	17.720	19.229	20.838	22.547	24.369	26.222	28.195	30.298
K	15.216	16.571	18.015	19.554	21.193	22.932	24.784	26.667	28.670	30.803
L	15.451	16.836	18.310	19.879	21.548	23.317	25.199	27.112	29.145	31.308
M	15.686	17.101	18.605	20.204	21.903	23.702				
N	15.921	17.366	18.900	20.529	22.258					
O	16.156	17.631	19.195	20.854						
P	16.391	17.896	19.490							
Q	16.626	18.161								
Grid Step:	0.235	0.265	0.295	0.325	0.355	0.385	0.415	0.445	0.475	0.505